



# City of Tempe

## SENIOR PROGRAMMER ANALYST

### JOB CLASSIFICATION INFORMATION

<i>Job Code:</i>	401	<i>FLSA Status:</i>	Exempt
<i>Department:</i>	Information Technology	<i>Salary / Hourly Minimum:</i>	\$85,628
<i>Supervision Level:</i>	Non-Supervisor	<i>Salary / Hourly Maximum:</i>	\$115,022
<i>Employee Group:</i>	UAEA	<i>State Retirement Group:</i>	ASRS
<i>Status:</i>	Classified	<i>Market Group:</i>	Sr. Programmer Analyst
<i>Safety Sensitive / Drug Screen:</i>	No	<i>EEO4 Group:</i>	Professionals
<i>Physical:</i>	No		

### REPORTING RELATIONSHIPS

Receives supervision from the IT Supervisor or IT Manager.

May provide functional and technical direction to professional and technical staff.

### MINIMUM QUALIFICATIONS

<i>Experience:</i>	<p><b><u>When assigned to Application Management:</u></b></p> <p>Three (3) years of computer programming and/or systems analysis experience, including experience developing complex solutions using modern multitier and web technologies.</p> <p><b><u>When Assigned to Enterprise GIS:</u></b></p> <p>Three (3) years of enterprise data, computer programming or systems analysis experience, including visualization and development of business intelligence or GIS solutions.</p>
<i>Education:</i>	<p>Equivalent to a bachelor's degree from an accredited college or university with major course work in computer science, technology, business, or a degree related to the core functions of this position.</p> <p><b><u>When Assigned to Enterprise GIS:</u></b></p> <p>Bachelor's Degree is preferred.</p>

### ESSENTIAL JOB FUNCTIONS

Essential job functions are the fundamental duties of a position: the things a person holding the job absolutely must be able to do.

To actively support and uphold the City's stated mission and values. To perform complex and highly technical work in the analysis, design, programming, testing, installation and maintenance of computer application systems within the City's current environment.

## OTHER DUTIES AS ASSIGNED

Please note this job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

- Perform all job functions of the Programmer Analyst as outlined in the job description;
- Develop solutions from conception and design to implementation;
- Assist with user implementation of new solutions; prepare supporting documentation for new and existing solutions;
- Assist in developing and providing customer training;
- Develop modifications or enhancements to existing solutions to meet customer needs or design changes;
- Evaluate operations and activities in support of assigned solutions; recommend improvements and modifications; write and modify operating procedures;
- Consult with various departments and divisions to coordinate system activities and identify needs; assist with operational problems; analyze cause of problems, design solutions and take corrective action;
- Be assigned to multiple projects while receiving direction from different project managers, project technical leads, or supervisory/management staff at the same time;
- Act as a project technical lead; assist in providing or coordinating peer training; assign and evaluate work done by programming staff; ensure project deadlines are met;
- Participate in complex solution design projects and feasibility studies; assist in solving the most difficult programming problems;
- Prepare various reports on operations and activities;
- Assist in preparing technical specifications for bids and purchase requests;
- Perform related duties as assigned.

### **When assigned to Application Management:**

- Engage with a broad number of custom developed and/or vendor purchased line of business applications in service of city departments;
- Evaluate and use various development, data analysis, business intelligence, and reporting tools and frameworks for assigned applications;
- Demonstrate expert level proficiency in technologies used by Application Management and train/mentor peers in these technologies;

### **When assigned to Enterprise GIS:**

- Develop and implement data models and visualizations using BI and GIS software; develop integration solutions using one or more programming languages used in BI and GIS;
- Serve as technical SME on data visualizations from project ideation to deployment, including maintenance, troubleshooting and performance tuning;
- Work with Lead Programmer Analyst to maintain source code in GitHub or other source control repositories;
- Develop solutions using both on-prem infrastructure as well as cloud platforms (Azure, AWS);
- Demonstrate familiarity with the use of data in decision making (data driven decisions) and apply knowledge to project design and execution;
- Advise analysts on streamlining data development and creation of visualizations;
- Administer spatial databases and VMs.

## PHYSICAL DEMANDS AND WORK ENVIRONMENT

- Work is performed in a general office environment with moderate noise;
- Operate a variety of standard office equipment including a computer, telephone, calculator, copy machine;
- Continuous and repetitive arm, hand and eye movement;
- May work in a stationary position for considerable periods of time;
- May lift and carry materials weighing up to 25 pounds;
- May require extensive reading and close vision work;
- May require working extended hours;
- May work alone for extended periods of time;
- May travel to/from meetings and various locations.

## COMPETENCIES

CLASSIFICATION LEVEL	INCLUDES	COMPETENCIES
Foundational	All Employees	Inclusion, Communication, Interpersonal Skills, Integrity, Professionalism, and Willingness to Learn
Non-Supervisory	In Addition >	Teamwork, Customer Service, Initiative, and Dependability / Reliability
Supervisory	In Addition >	Staffing, Monitoring Work, Delegating, Development / Mentoring, and Support Others
Manager	In Addition >	Preparing / Evaluating Budgets, Monitoring / Controlling Resources, and Motivating / Inspiring
Deputy Director	In Addition >	Entrepreneurship and Networking
Director	In Addition >	Organizational Vision

For more information about the City of Tempe's competencies for all classifications:

[City of Tempe, AZ : Competencies](#)

## JOB DESCRIPTION HISTORY

*Revised January 1996*

*Revised November 2001 (range adjustment)*

*Revised June 2005*

*Revised April 2007*

*Revised November 2010 (Removed optional driver's license statement)*

*Revised January 2011 (supervision; update mq's and essential functions)*

*Revised June 2021 (updated minimum quals, reporting relationship, and job duties)*